

Oras Group Occupational Health and Safety Policy

Company strategy, mission and vision

Our vision “The Perfect Flow Company” will come true by taking care of our employees. The health and safety of all employees in Oras Group is always the number one priority. We work for the safety and well-being of our employees and support our value chain partners in doing the same. We recognize the importance of overall well-being in maintaining people’s ability to work and be motivated.

Objective of the policy

Our goal is that everyone can come to work and leave safely and that everyone can, at the end of their working career, retire in good health. We also take care of our co-operation partners and visitors as a responsible leader of a common workplace. Having relevant knowledge and complying with the same occupational health and safety rules is required from our own employees and partners working at Oras Group premises.

Our commitment

- We have a zero-accident target, and we are continuously taking steps in the right direction according to annual plans defined in each function.
- Safety is linked to all phases of employment, starting from recruitment.
- We train our employees regularly. The training needs are always estimated based on the employee’s job description (for example, safe driving, chemical training, first aid, fire safety).
- Risk evaluation is a critical tool. We evaluate and analyse all tasks to enable good working conditions for all employees, eliminating identified hazards and reducing risks. We also consider the psychological aspect in the risk assessments.
- We have an early intervention procedure in use. We engage in occupational health care and cooperation with experts to support the overall well-being and work ability of our people at different stages of their career. Overall well-being covers both physical and mental well-being.
- Personnel are an important part of building a safety culture. Personnel representatives are involved in the occupational safety and health committees and other various safety-promoting activities.
- We encourage all employees to record safety observations, to enable continuous improvement of safety in the workplaces.
- We continuously raise awareness of safety topics to enable employees to tell if something is not right in the daily work life.
- The diversity of employees is considered in the design of workplaces and workstations and, for example, ergonomics are invested in to increase well-being.
- Process risks are just as important to evaluate as work-related risks. We aim for our workplace to be safe in all areas of safety (people, process, environment, and product).
- We comply with, or exceed applicable laws, rules and regulations.

This policy is approved by the Oras Group Management Team in January 2025.